

Isaac Hunter PhD, Laura Gochez BS, Allie Alayan MA, Katerin Alvarado, Isabella Matute, Solange Avalo

INTRODUCTION	METHODS	RESULTS	DISCUSSION
<p>Research and interest in calling has continued to grow substantially over the last decade, however there is much that still needs to be explored (Duffy, Dik, Douglass, England &amp; Velez, 2018). An important first task in understanding this construct was to properly define it. This proved difficult as what calling means has not been static throughout history (Baumeister, 1991; Hall &amp; Chandler, 2005; Schuurman, 2004). This study adds to two previous studies that explored calling through open-ended questions by examining a large sample of generation Z college students and compares these with findings about Millennials, Generation X and Baby Boomers.</p>	<p><b>295 Undergraduate students</b></p> <ul style="list-style-type: none"> <li>Two open-ended questions, with no limits on length or time adopted from Hunter, Dik &amp; Banning's 2010 study. <ul style="list-style-type: none"> <li>✓ <b>Definition of calling:</b> As it applies to your career, how do you define the word 'calling'?</li> <li>✓ <b>Scope:</b> Does the word 'calling' apply to areas of your life other than work? Please explain.</li> </ul> </li> <li>Coding and analysis of these responses followed the same qualitative document analysis that was used in two previous studies - Qualitative Document Analysis</li> </ul>	<p><b>Definition of calling (Sample Quotes)</b></p> <ul style="list-style-type: none"> <li>"Calling is what gives you life and meaning in your job. If you are pursuing a calling you feel alive and challenged with your work. You feel you are in the right place doing the best you can do."</li> <li>"Personally, "calling" means whatever you feel drawn to do or naturally do as a person. For me, my calling is helping people, which can be performed in many different career paths. I recognize this as my calling because it is a natural strength of mine that I have always had, I feel fulfilled...."</li> </ul> <p><b>Scope (Sample Quotes)</b></p> <ul style="list-style-type: none"> <li>"I believe "calling" applies to anything that matches with your passion and desires and values."</li> <li>"It can apply to every aspect of life. Work is not the only or main thing in life."</li> </ul>	<p>The results of this study added another dimension of understanding about calling and provided further support that the meaning of calling, and its scope continues evolving and change throughout generations in some areas where others remain relatively consistent. The definition of a calling seems to remain stable at least in the last two generations when considering the major themes. The most significant finding pertains to the scope as the results suggest that Generation Z overall feels that the term calling doesn't apply beyond work domains as much as previous generations. This is somewhat odd given that in general Calling has been getting broader over time, going beyond its religious and occupational roots and the "Yes Everything" theme growing over the previous 3 generations. We can only speculate as to why at this point, but it may be the result of the specific particularities of this generation often considered digital natives, "technoholics," multi-taskers, less focused, increased anxiety, and a group reporting increased loneliness. Further study is needed to address the potential causes of these changes as well as other differences seen across generations such as the "Lifestyle/Character" theme shrinking over time.</p>

DEFINITION OF CALLING				SCOPE OF CALLING			
Gen Z - 295	Gen Y - 295	Gen X - 80	Baby Boomers - 117	Gen Z - 295	Gen Y - 295	Gen X - 80	Baby Boomers - 117
<p><b>Guiding Force</b> - 198 Meant to -75 Passion/Driven/Motivation - 52 Driven Feeling - 45 God's Will - 14 Greater Force/Outside Force/Should do/Supposed to - 12</p>	<p><b>Guiding Force</b> - 248 God's Will/ Plan - 74 Fulfill Destiny - 65 Driven Feeling - 42 Unique Purpose - 32 Outside Force - 21 God's Gifts -14</p>	<p><b>Personal Fit/ Eudaimonic Well-Being</b> - 67 Meaning/ Purpose -17 Talent/ Skill - 17 Good Fit - 12 Satisfaction - 9 Fulfillment - 6 Benefit Self - 5</p>	<p><b>Personal Fit/Eudaimonic Well-Being</b> - 105 Talent/Skill - 29 Meaning/Purpose - 23 Good Fit - 27 Satisfaction - 22 Fulfillment - 7 Personal Growth - 3 Benefit Self - 1</p>	<p><b>Meaningful Interactions / Relationships</b> - 128 Relationships/Family - 56 Helping/Serving others - 38 God's Plan/ Religion/Church - 21 Purpose/Meant to/Destiny - 13</p>	<p><b>Meaningful Interactions / Relationships</b> - 220 Relationships/Family- 77 Helping/Serving others - 65 God's Plan - 41 Religions/Church - 37</p>	<p><b>Meaningful Interactions / Relationships</b> - 62 Family - 21 Relationships -18 Help others- 8 Volunteer-7 Religion - 7 Organization - 1</p>	<p><b>Meaningful Interactions / Relationships</b> - 95 Family - 28 Relationship - 17 Help others - 20 Volunteer - 14 Religion - 12 Organization - 4</p>
<p><b>Personal Fit/ Eudaimonic/Well-Being</b> - 155 Good Fit -31 Talent/ Skills - 20 Meaning/Purpose/Importance - 27 Enjoyment/ Satisfaction - 23 Interest in/ Attracted to - 17 Long Term/Sustainable -11 Fulfillment- 12 Benefits Self - 7 Personal Growth / Improvement -7</p>	<p><b>Personal Fit/Eudaimonic Well-Being</b> - 220 Strengths/Abilities - 65 Interest/ Motivation - 52 Enjoyment - 43 Unique Purpose - 29 Fit/Positive Outcome - 23 Having a clear idea - 5 Personal Growth - 3</p>	<p><b>Guiding Force</b> - 48 Passion/Driven -25 Meant to - 12 Greater Force - 6 God's Will - 5</p>	<p><b>Guiding Force</b> - 54 Passion/ Driven - 35 God's Will - 9 Meant to - 9 Greater Force - 1</p>	<p><b>No, only work</b> - 100 No/Unsure -100</p>	<p><b>Meaningful Activities</b> -103 Hobbies/Interests/Athletics - 54 Education - 18 Anything with passion - 17 Using talents/Gifts - 14</p>	<p><b>Meaningful Activities</b> - 24 Hobbies - 11 Passion - 3 Meaningful - 5</p>	<p><b>Lifestyle / Character</b> - 61 Lifestyle - 27 Congruence - 14 Excel/Achieve - 4 Spirituality - 6</p>
<p><b>Altruism</b> -34 Positive impact on others - 34</p>	<p><b>Altruism</b> - 54 Positive impact on others - 31 Fit/Positive outcome -23</p>	<p><b>Altruism</b> - 27 Contribution - 17 Connection - 10</p>	<p><b>Altruism</b> - 47 Contribution - 34 Connection - 13</p>	<p><b>Meaningful Activities</b> - 79 Hobbies/Interests/Athletics - 60 Education - 12 Using talents/Gifts - 7</p>	<p><b>Yes, Everything</b> - 72 Yes, Anything - 72</p>	<p><b>Lifestyle / Character</b> - 22 Congruence - 7 Lifestyle - 6 Location - 3 Personal Growth- 2 Excel/Achieve - 2 Spirituality - 2</p>	<p><b>Meaningful Activities</b> - 25 Hobbies - 13 Passion - 5 Meaningful - 4 Talent - 3</p>
				<p><b>Lifestyle / Character</b> - 39 Personal Growth/Improvement - 29 Personality/Acts - 10</p>	<p><b>Lifestyles / Character</b> - 70 Personality/Character/Actions - 38 Location/Area - 17 Personal Growth/ Improvement - 6 Spirituality - 9</p>	<p><b>Yes, Everything</b> - 5 Yes, Anything - 5</p>	<p><b>No, only work</b> - 15 No - 15</p>
				<p><b>Yes, Everything</b> - 24 Yes, Anything - 24</p>	<p><b>No, only work</b>- 43 No - 43</p>	<p><b>No, only work</b> - 5 No - 5</p>	<p><b>Yes, Everything</b> - 6 Yes, Anything - 6</p>

"The original GenY study listed themes and labels in order of frequency but did not specify the number of responses coded. In order to better compare across generations, our team recoded these data, using the existing labels and themes. The consensus was that labels and themes matched the data well, but the specific order of some label frequency changed from the previous study. The overall configuration of themes remained the same. Differences in qualitative coding are expected with a different group of researchers and how they conceptualize statements they are examining."